

**LEGISLATIVE SERVICES AGENCY  
OFFICE OF FISCAL AND MANAGEMENT ANALYSIS**

301 State House  
(317) 232-9855

**FISCAL IMPACT STATEMENT**

**LS 7265**

**BILL NUMBER:** HB 1452

**DATE PREPARED:** Dec 30, 2000

**BILL AMENDED:**

**SUBJECT:** Employment Discrimination.

**FISCAL ANALYST:** Jim Landers

**PHONE NUMBER:** 232-9869

**FUNDS AFFECTED:** X GENERAL  
DEDICATED  
FEDERAL

**IMPACT:** State & Local

**Summary of Legislation:** The bill prohibits an employer from discriminating against an employee, with respect to compensation and benefits or terms and conditions of employment, because of: (1) The employee's allegation that the employee has been raped or subject to sexual harassment; (2) the employee's status as a rape victim; or (3) the employee's filing of a charge or complaint of sexual harassment with any court or governmental entity. The bill provides that an employee may bring a civil action to enforce these prohibitions against discrimination. The bill also provides that if an employer violates these prohibitions against discrimination, a court may enjoin further discrimination by the employer and may award actual damages, punitive damages, court costs, and attorney's fees.

**Effective Date:** July 1, 2001.

**Explanation of State Expenditures:** As an employer, the state could potentially be exposed to more or different civil actions resulting from allegations of discrimination in the workplace under the provisions of this bill. However, a fiscal impact would occur only if allegations of discrimination under the provisions of the bill were proven in court and there was a resulting judgement against the state.

**Explanation of State Revenues:**

**Explanation of Local Expenditures:** The same as the state, local governments and school corporations could potentially be exposed to civil actions and judgements under the provisions of the bill.

**Explanation of Local Revenues:**

**State Agencies Affected:** All.

**Local Agencies Affected:** All.

**Information Sources:**